

ABSTRAKSI

Karir didefinisikan menjadi karir obyektif dan karir subyektif. Karir subyektif adalah persepsi pada kepuasan karyawan dengan karir mereka. Seseorang yang bekerja selalu menginginkan jenjang karir yang lebih tinggi. Seseorang dengan proactive personality dan juga dukungan dari perusahaan atau organisational support for career development (OSCD) akan mempengaruhi career satisfaction yang akan berdampak pada peningkatan job performance karyawan.

Tujuan dari penelitian ini adalah untuk melihat pengaruh antara proactive personality, organisational support for career development (OSCD) terhadap career satisfaction dan job performance. Variabel dalam penelitian ini diukur dengan survey pada 51 responden di PT. Angkasa Pura I (Persero) Bandar Udara Juanda Surabaya dengan alat bantu statistik Partial Least Square (smartPLS 2.0). Hasil penelitian menunjukkan bahwa proactive personality memiliki pengaruh signifikan terhadap job performance, dan proactive personality memiliki pengaruh tidak signifikan terhadap job performance melalui career satisfaction, yang berarti bahwa career satisfaction tidak memediasi pengaruh antara proactive personality dan job performance. Selain itu dalam uji OSCD terhadap job performance mempunyai pengaruh signifikan, dan OSCD mempunyai pengaruh signifikan terhadap job performance dan career satisfaction, yang berarti bahwa career satisfaction berfungsi sebagai partial mediasi dalam pengaruh antara OSCD dan job performance.

Kata Kunci : Karir, proactive personality, organisational support for career development (OSCD), career satisfaction, dan job performance.

ABSTRACT

Career is defined to be a career objective and subjective career . Subjective career is the perception of employees' satisfaction with their careers. Someone who works always wanted a career path higher. A person with a proactive personality and also the support of the company or organisational support for career development (OSCD) will affect career satisfaction that will have an impact on improving the job performance of employees.

The purpose of this study was to determine the effect of proactive personality, organizational support for career development (OSCD) to career satisfaction and job performance. The variable in this study was measured by a survey on 51 respondents in PT. Angkasa Pura I (Persero) Juanda Airport in Surabaya with statistical tools Partial Least Square (smartPLS 2.0). The results showed that proactive personality has a significant effect on job performance, and proactive personality has not significant effect on job performance through career satisfaction, which means that career satisfaction is not mediating influence between proactive personality and job performance. Also in OSCD test against job performance has a significant effect, and OSCD have a significant effect on job performance and career satisfaction, which means that career satisfaction serves as a partial mediation effect between OSCD and job performance.

Keyword : Career, proactive personality, organisational support for career development (OSCD), career satisfaction, and job performance.